Learning Conversation Notes	
Name of Partner:	Date: December 6, 2005
CARES (Retention Incentive)	
Number of Children Served:	Ages: 0 yr (), 1 yr (), 2 yr (),
Focus in 2003 was on providers serving a	3 yr (), 4 yr (), 5 yr ()
minimum of 3 children ages 0-5.	
Demographic on children will be available	
at the next learning conversation.	
When Served:	Gender: Ethnicity:
July 1, 2004 to June 30, 2005	000-Male 000 - Caucasian
	000-Female 000 - African Amer.

Conversation Participants: Sandra Mailer-Goodwin, Laura Baber, Francine Nunes, Mickey Eichenhofer, Don Ferretti, Nancy Baggett, Michael Romero, Heidi Kolbe, Janey Crider

Outcomes:

• In accordance with the Child Care Retention Plan approved by First 5 Placer County on August 23, 2001 (incorporated herein by this reference). Early Care and Education Providers will continue with their commitment to remain in the field of Early Childhood Education.

Performance Measures:

- Data will be collected and measured in accordance with the evaluation plan approved through PACE.
- Updates will be provided to the First 5 Placer County Commissioners with the numbers participating and their stories.

What is this data telling us about achievement of outcomes?

Up to this point CARES has only been collecting provider information as part of the initial state initiative (demographics for children were not required). CARES is currently using a state provided data base.

CARES participants are encouraged to mentor other participants, and given bonus stipends based on the number of participants being mentored. Nine participants (5%) are currently acting as mentors. Hopefully this will lead to growth as professional CARES advisors.

25% of CARES participants participated all four years.

167 providers increased their education/professional growth in 2004-2005.

Research and stories indicate the providers have improved their teaching knowledge and skills.

Model of providing stipends is a good incentive.

Child Development Permit data shows:

- All 167 participants have applied for permits
- Shows professional commitment
- Shows sense of self pride
- Shows a commitment to continuing education and professional growth
- Shows 199 providers are more educated than a year ago

Participant Survey indicates (31 surveys returned):

- Participants are committed to remain in the field
- Participants are committed to continuing education to improve the care they provide
- Participants feel supported
- On-going support is important to helping make changes on the job.
- Participants valued continuing education, personal growth, and on-going support
- Participant themselves are recognizing the changes.
- Participants say CARES program has impacted children being served in 3 areas through motivating and energizing environment, improving teaching skills of staff, and improvements to their classroom.

In what ways will we apply what we have learned from our data?

Consider collecting demographic data on the day of application and when the transcripts are turned in. This can be included in the packet.

Check the hypothesis if the providers would go to school and stay in their job without the stipends.

Encourage networking mentorship in case current source of funds leaves.

Data does not provide information and we need to figure out a way to answer the following questions:

- Are we retaining qualified providers?
- What is the impact on the children? (Look at kinds of research in the field similar to our population and extrapolate our numbers from these).
- How much of the childcare universe (Placer County) are we affecting?

Use public relations to promote the outcomes of the CARES program

- Continue to talk about importance of the permit
- Article in paper
- Use as marketing tool hang the permit with license
- In the future parents will learn and start demanding providers with permits
- Childcare for employment include information on permits in the employer packet

Consider interviewing the provider "no shows" as for the reason for not attending a forum and participating in the CARES program.

Survey all participants.

In survey ask about an individual child or example (or a behavior).

Other points that were made during the conversation:

273 attended forums.

There are an estimated 375 family care providers and 60 centers in Placer County – if each of 60 centers has 5 employees, that could be at least 300 additional participants. 201 applications were returned – 167 completed training and received stipends

It may be difficult to obtain demographic data from centers because they are reluctant to release child information. CARES should consider exploring data collection from these centers and consider best guess numbers. The commission may be able to help with a letter.

Next Steps:

Add requirements with regard to demographics as part of next scope of work. Perhaps use a point in time picture.

Sponsorship – mention First 5 in the packet materials (use of logo).

Share research and impact on children with the First 5 commission.

Bring totals from the survey for:

- Family child care
- Center Staff
- Number of years in the CARES program

Add a third question about how the program can be improved. Include all responses including improvement responses.

Meet with First 5 staff to develop new scope of work.